

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2569
Revision No.: 19
Date of Last Revision: 06/04/2003

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9 .86
01012 - Accounting Clerk II	11 .08
01013 - Accounting Clerk III	12 .63
01014 - Accounting Clerk IV	15 .25
01030 - Court Reporter	13 .59
01050 - Dispatcher, Motor Vehicle	13 .50
01060 - Document Preparation Clerk	11 .05
01070 - Messenger (Courier)	8 .72
01090 - Duplicating Machine Operator	11 .05
01110 - Film/Tape Librarian	11 .04
01115 - General Clerk I	8 .38
01116 - General Clerk II	9 .34
01117 - General Clerk III	10 .94
01118 - General Clerk IV	12 .26
01120 - Housing Referral Assistant	17 .77
01131 - Key Entry Operator I	10 .27
01132 - Key Entry Operator II	11 .21
01191 - Order Clerk I	10 .08
01192 - Order Clerk II	12 .09
01261 - Personnel Assistant (Employment) I	11 .00
01262 - Personnel Assistant (Employment) II	12 .35
01263 - Personnel Assistant (Employment) III	13 .81
01264 - Personnel Assistant (Employment) IV	15 .67
01270 - Production Control Clerk	16 .21
01290 - Rental Clerk	11 .04

01300 - Scheduler, Maintenance	13 .32
01311 - Secretary I	13 .32
01312 - Secretary II	14 .89
01313 - Secretary III	17 .77
01314 - Secretary IV	19 .92
01315 - Secretary V	22 .04
01320 - Service Order Dispatcher	13 .73
01341 - Stenographer I	11 .30
01342 - Stenographer II	12 .54
01400 - Supply Technician	19 .92
01420 - Survey Worker (Interviewer)	11 .84
01460 - Switchboard Operator-Receptionist	10 .38
01510 - Test Examiner	14 .89
01520 - Test Proctor	14 .89
01531 - Travel Clerk I	11 .53
01532 - Travel Clerk II	12 .38
01533 - Travel Clerk III	13 .22
01611 - Word Processor I	10 .31
01612 - Word Processor II	11 .58
01613 - Word Processor III	12 .95

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	10 .05
03041 - Computer Operator I	12 .23
03042 - Computer Operator II	15 .10
03043 - Computer Operator III	19 .09
03044 - Computer Operator IV	22 .07
03045 - Computer Operator V	23 .67
03071 - Computer Programmer I (1)	17 .73
03072 - Computer Programmer II (1)	20 .94
03073 - Computer Programmer III (1)	24 .84
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	21 .82
03102 - Computer Systems Analyst II (1)	25 .61
03103 - Computer Systems Analyst III (1)	27 .50
03160 - Peripheral Equipment Operator	12 .29

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	18 .71
05010 - Automotive Glass Installer	16 .84
05040 - Automotive Worker	16 .84
05070 - Electrician, Automotive	17 .78
05100 - Mobile Equipment Servicer	14 .95

05130 - Motor Equipment Metal Mechanic	18 .71
05160 - Motor Equipment Metal Worker	16 .84
05190 - Motor Vehicle Mechanic	18 .71
05220 - Motor Vehicle Mechanic Helper	14 .00
05250 - Motor Vehicle Upholstery Worker	15 .88
05280 - Motor Vehicle Wrecker	16 .84
05310 - Painter, Automotive	17 .78
05340 - Radiator Repair Specialist	16 .84
05370 - Tire Repairer	14 .44
05400 - Transmission Repair Specialist	18 .71

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9 .89
07010 - Baker	15 .66
07041 - Cook I	13 .97
07042 - Cook II	15 .66
07070 - Dishwasher	9 .89
07130 - Meat Cutter	15 .66
07250 - Waiter/Waitress	11 .04

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	17 .78
09040 - Furniture Handler	11 .71
09070 - Furniture Refinisher	17 .78
09100 - Furniture Refinisher Helper	14 .00
09110 - Furniture Repairer, Minor	15 .88
09130 - Upholsterer	17 .78

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9 .89
11060 - Elevator Operator	10 .88
11090 - Gardener	15 .35
11121 - House Keeping Aid I	8 .76
11122 - House Keeping Aid II	9 .89
11150 - Janitor	10 .88
11210 - Laborer, Grounds Maintenance	12 .13
11240 - Maid or Houseman	8 .77
11270 - Pest Controller	16 .25
11300 - Refuse Collector	10 .88
11330 - Tractor Operator	14 .51
11360 - Window Cleaner	12 .14

12000 - Health Occupations

12020 - Dental Assistant	12 .57
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12 .31
12071 - Licensed Practical Nurse I	11 .63
12072 - Licensed Practical Nurse II	13 .04
12073 - Licensed Practical Nurse III	14 .59
12100 - Medical Assistant	11 .24
12130 - Medical Laboratory Technician	12 .36
12160 - Medical Record Clerk	12 .36
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	8 .03
12222 - Nursing Assistant II	9 .02
12223 - Nursing Assistant III	9 .84
12224 - Nursing Assistant IV	11 .04
12250 - Pharmacy Technician	12 .50
12280 - Phlebotomist	13 .01
12311 - Registered Nurse I	17 .42
12312 - Registered Nurse II	21 .33
12313 - Registered Nurse II, Specialist	21 .33
12314 - Registered Nurse III	25 .81
12315 - Registered Nurse III, Anesthetist	25 .81
12316 - Registered Nurse IV	30 .91
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16 .29
13011 - Exhibits Specialist I	14 .11
13012 - Exhibits Specialist II	16 .84
13013 - Exhibits Specialist III	18 .66
13041 - Illustrator I	14 .11
13042 - Illustrator II	16 .84
13043 - Illustrator III	18 .66
13047 - Librarian	22 .01
13050 - Library Technician	12 .35
13071 - Photographer I	13 .59
13072 - Photographer II	17 .46
13073 - Photographer III	19 .10
13074 - Photographer IV	21 .19
13075 - Photographer V	23 .52
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8 .46
15030 - Counter Attendant	8 .46
15040 - Dry Cleaner	10 .02
15070 - Finisher, Flatwork, Machine	8 .46

15090 - Presser, Hand	8 .46
15100 - Presser, Machine, Drycleaning	8 .46
15130 - Presser, Machine, Shirts	8 .46
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .46
15190 - Sewing Machine Operator	11 .40
15220 - Tailor	12 .13
15250 - Washer, Machine	9 .20
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17 .78
19040 - Tool and Die Maker	21 .55
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14 .96
21020 - Material Coordinator	15 .14
21030 - Material Expediter	15 .14
21040 - Material Handling Laborer	9 .23
21050 - Order Filler	11 .28
21071 - Forklift Operator	11 .50
21080 - Production Line Worker (Food Processing)	12 .34
21100 - Shipping/Receiving Clerk	10 .95
21130 - Shipping Packer	11 .23
21140 - Store Worker I	9 .17
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12 .46
21210 - Tools and Parts Attendant	12 .32
21400 - Warehouse Specialist	12 .76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18 .66
23040 - Aircraft Mechanic Helper	14 .00
23050 - Aircraft Quality Control Inspector	19 .68
23060 - Aircraft Servicer	15 .88
23070 - Aircraft Worker	16 .84
23100 - Appliance Mechanic	17 .78
23120 - Bicycle Repairer	14 .44
23125 - Cable Splicer	18 .71
23130 - Carpenter, Maintenance	17 .78
23140 - Carpet Layer	16 .84
23160 - Electrician, Maintenance	20 .88
23181 - Electronics Technician, Maintenance I	16 .75
23182 - Electronics Technician, Maintenance II	20 .50
23183 - Electronics Technician, Maintenance III	21 .58
23260 - Fabric Worker	15 .88

23290 - Fire Alarm System Mechanic	18 .71
23310 - Fire Extinguisher Repairer	14 .95
23340 - Fuel Distribution System Mechanic	18 .71
23370 - General Maintenance Worker	16 .84
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18 .71
23430 - Heavy Equipment Mechanic	21 .15
23440 - Heavy Equipment Operator	18 .30
23460 - Instrument Mechanic	18 .71
23470 - Laborer	9 .89
23500 - Locksmith	17 .78
23530 - Machinery Maintenance Mechanic	18 .71
23550 - Machinist, Maintenance	18 .71
23580 - Maintenance Trades Helper	14 .00
23640 - Millwright	18 .71
23700 - Office Appliance Repairer	17 .78
23740 - Painter, Aircraft	17 .78
23760 - Painter, Maintenance	17 .78
23790 - Pipefitter, Maintenance	22 .28
23800 - Plumber, Maintenance	21 .17
23820 - Pneudraulic Systems Mechanic	18 .71
23850 - Rigger	18 .71
23870 - Scale Mechanic	16 .84
23890 - Sheet-Metal Worker, Maintenance	18 .71
23910 - Small Engine Mechanic	16 .84
23930 - Telecommunication Mechanic I	19 .18
23931 - Telecommunication Mechanic II	20 .17
23950 - Telephone Lineman	18 .71
23960 - Welder, Combination, Maintenance	18 .71
23965 - Well Driller	18 .71
23970 - Woodcraft Worker	18 .71
23980 - Woodworker	14 .95

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9 .13
24580 - Child Care Center Clerk	12 .40
24600 - Chore Aid	9 .94
24630 - Homemaker	13 .13

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	20 .65
25040 - Sewage Plant Operator	20 .52
25070 - Stationary Engineer	20 .65
25190 - Ventilation Equipment Tender	18 .71

25210 - Water Treatment Plant Operator	19 .26
--	--------

27000 - Protective Service Occupations

(not set) - Police Officer	23 .61
27004 - Alarm Monitor	13 .37
27006 - Corrections Officer	18 .00
27010 - Court Security Officer	20 .03
27040 - Detention Officer	18 .00
27070 - Firefighter	18 .79
27101 - Guard I	9 .90
27102 - Guard II	12 .43

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	16 .06
28020 - Hatch Tender	16 .06
28030 - Line Handler	16 .06
28040 - Stevedore I	14 .93
28050 - Stevedore II	17 .19

29000 - Technical Occupations

21150 - Graphic Artist	19 .54
29010 - Air Traffic Control Specialist, Center (2)	29 .36
29011 - Air Traffic Control Specialist, Station (2)	20 .24
29012 - Air Traffic Control Specialist, Terminal (2)	22 .29
29023 - Archeological Technician I	14 .36
29024 - Archeological Technician II	16 .05
29025 - Archeological Technician III	19 .89
29030 - Cartographic Technician	21 .05
29035 - Computer Based Training (CBT) Specialist/ Instructor	22 .47
29040 - Civil Engineering Technician	20 .48
29061 - Drafter I	11 .56
29062 - Drafter II	12 .99
29063 - Drafter III	16 .69
29064 - Drafter IV	19 .89
29081 - Engineering Technician I	13 .26
29082 - Engineering Technician II	14 .88
29083 - Engineering Technician III	17 .97
29084 - Engineering Technician IV	21 .05
29085 - Engineering Technician V	26 .52
29086 - Engineering Technician VI	35 .66
29090 - Environmental Technician	18 .14
29100 - Flight Simulator/Instructor (Pilot)	25 .61
29160 - Instructor	19 .17

29210 - Laboratory Technician	17 .26
29240 - Mathematical Technician	20 .14
29361 - Paralegal/Legal Assistant I	14 .57
29362 - Paralegal/Legal Assistant II	17 .99
29363 - Paralegal/Legal Assistant III	20 .04
29364 - Paralegal/Legal Assistant IV	24 .43
29390 - Photooptics Technician	20 .14
29480 - Technical Writer	17 .05
29491 - Unexploded Ordnance (UXO) Technician I	18 .66
29492 - Unexploded Ordnance (UXO) Technician II	22 .57
29493 - Unexploded Ordnance (UXO) Technician III	27 .05
29494 - Unexploded (UXO) Safety Escort	18 .66
29495 - Unexploded (UXO) Sweep Personnel	18 .66
29620 - Weather Observer, Senior (3)	18 .61
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .74
29622 - Weather Observer, Upper Air (3)	16 .74

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	13 .40
31260 - Parking and Lot Attendant	8 .86
31290 - Shuttle Bus Driver	12 .63
31300 - Taxi Driver	11 .88
31361 - Truckdriver, Light Truck	11 .80
31362 - Truckdriver, Medium Truck	12 .52
31363 - Truckdriver, Heavy Truck	15 .35
31364 - Truckdriver, Tractor-Trailer	15 .35

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	12 .19
99030 - Cashier	9 .04
99041 - Carnival Equipment Operator	13 .74
99042 - Carnival Equipment Repairer	14 .68
99043 - Carnival Worker	10 .29
99050 - Desk Clerk	9 .13
99095 - Embalmer	18 .66
99300 - Lifeguard	9 .80
99310 - Mortician	18 .66
99350 - Park Attendant (Aide)	12 .31
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .53
99500 - Recreation Specialist	12 .64
99510 - Recycling Worker	14 .39
99610 - Sales Clerk	10 .37
99620 - School Crossing Guard (Crosswalk Attendant)	10 .88

99630 - Sport Official	9 .80
99658 - Survey Party Chief (Chief of Party)	18 .05
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15 .52
99660 - Surveying Aide	11 .34
99690 - Swimming Pool Operator	16 .20
99720 - Vending Machine Attendant	13 .52
99730 - Vending Machine Repairer	16 .20
99740 - Vending Machine Repairer Helper	13 .52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.